

ANTI-HARASSMENT POLICY
Choctaw Lake Property Owners Association, Inc.
(Effective June 16, 2020)
(Amended June 20, 2020)

The following Anti-Harassment Policy is hereby adopted as part of the Association's Rules, and governs behavior while within Choctaw Lake as follows:

The Association will not tolerate harassment of any Owner, Occupant, employees, contractor, or other party for any reason, to the extent protected by Federal, State or local laws, including but not limited to abusive comments or conduct predicated upon race, color, creed, religion, ancestry, sexual orientation, national origin, citizenship, age, sex, disability, pregnancy, genetic information, military status, or veteran status. All harassment that adversely affects any other Occupant's living conditions is prohibited. Harassment can take many forms, including words, signs, jokes, pranks, intimidation, physical contact, or violence.

If an Owner or Occupant feels that they have been subjected to conduct that violates this policy, the person should immediately report the matter to the Property Manager. If an Owner or Occupant is unable for any reason to contact the Property Manager, or the Property Manager is the person performing the prohibited harassment, then contact the Board of Trustees. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate, including use of all enforcement mechanisms provided to the Association under the governing documents. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any person to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.